

TITLE VII - STUDY OF INTELLIGENCE PERSONNEL SYSTEMS

SEC. 701. (a). The Director of Central Intelligence shall undertake to contract with the National Academy of Public Administration (hereinafter referred to as the Academy) for an objective classified study which shall consist of a comprehensive review and comparative analysis of all personnel management and compensation systems affecting civilian [personnel] employees of agencies and entities of the intelligence community.

(b) In conducting the study described in subsection (a), the Academy shall determine the adequacy of existing personnel systems to further the ability of intelligence agencies or entities to perform [their mission] the different missions and functions which they are assigned, and make such recommendations for legislative, regulative or other changes as the Academy determines advisable. It is not intended that this section prevent agencies from continuing to make modifications in their existing personnel management systems. However, any basic structural deviation or departure away from pay grade systems into banded systems of pay shall be deferred until after NAPA has reviewed any such proposed change.

(c) The study described in subsection (a) shall be completed in final form no later than January 20, 1989. In addition, there shall be interim reports in May 1988 and in August 1988 which shall focus on any demonstration projects or other major changes which implement new personnel management and compensation policies that transform pay grade systems into banded systems of pay. [and] Such study, and any interim reports of such study, shall be transmitted upon receipt by the Director of Central Intelligence to the Permanent Select Committee on Intelligence of the House of Representatives and the Senate Select Committee on Intelligence of the Senate.

(d) Of the amount available to the Intelligence Community Staff for fiscal year 1988 under Section 2012, not more than \$500,000 shall be available for the study described in subsection (a).

(e) The Director of Central Intelligence, the Director of the Intelligence Community Staff, and the heads of the elements of the intelligence community shall provide such support and appropriate access to necessary information as the Academy may require to complete the study described in subsection (a).